

THE RELATIONSHIP OF MATERNAL EMPLOYMENT TO THE
PERCEPTIONS OF ADOLESCENT DAUGHTERS
CONCERNING THEIR MOTHERS

By

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CHAPTER I

INTRODUCTION

Statement of Problem

From the beginning of the industrial revolution until the beginning of the current women's liberation movement in the late sixties, women, in large numbers, entered the labor force. This was accepted for single women or married women without children; however, for the mother there was social prejudice. Social opinion in the United States believed no mother should work outside the home except for economic need (Stolz, 1960). In recent years, social opinion has changed. Mothers in America now must deal with two opposite extremes of public opinion. On one hand, there are some who say that a woman's place is in the home, and that she is depriving her children of love and affection if she works. At the other extreme, another segment of society claims that a woman cannot be fulfilled without going to work. Therefore, the mother in America must be prepared for criticism, regardless of whether or not she works.

In 1971, in the United States, there were 31,681,000 women in the labor force. Of that number, nearly 12 million of those women were mothers (U. S. Dept. of Commerce, 1971). This figure has nearly quadrupled since 1940. Due to this large number of families affected, interest has increased to find the effects of maternal employment upon children and family life.

Need for Research

Studies on maternal employment, despite their controls, have often produced more confusion than clarification. Maternal employment has been associated with less delinquency, more delinquency, withdrawal behavior, dominance behavior, and nothing at all (Hoffman, 1961). Further research is needed to ascertain whether it was actually maternal employment which caused these results or other relating factors such as parental acceptance, mother's attitude toward employment, or the marital situation.

One of the areas of greatest need is the perceptions daughters have concerning their mothers. The research in this area is very limited and as the proportion of mothers employed outside the home continues to increase, future research particularly needs to be concentrated upon the relationship between girls' perceptions of their mother and their mother's employment status.

Purpose of Study

The general purpose of this study was to investigate female adolescents' perceptions of their mothers in relation to their mother's gainful employment. The specific hypotheses examined were:

1. There is no significant difference in female adolescents' perceptions of their mothers, as reflected by the Itkin Scale, according to:
 - a. employment status of the mother.
 - b. length of time the mother has been employed.
 - c. whether the mother was employed for the major part of the respondent's childhood.

- d. whether the mother enjoys her job (employment outside the home or full-time homemaker).
2. There is no significant difference in female adolescents' perceptions concerning the degree of acceptance by their mother according to each of the following:
- a. employment status of the mother.
 - b. length of time the mother has been employed.
 - c. whether the mother was employed for the major part of the respondent's childhood.
 - d. whether the mother enjoys her job (employment outside the home or full-time homemaker).
3. There is no significant difference in female adolescents' perceptions of whether they are closer to their mother or their father according to each of the following:
- a. employment status of the mother.
 - b. length of time the mother has been employed.
 - c. whether the mother was employed for the major part of the respondent's childhood.
 - d. whether the mother enjoys her job (employment outside the home or full-time homemaker).

CHAPTER II

REVIEW OF RELATED LITERATURE

Earliest research on maternal employment has attributed defeminization, family instability, rejection of children, creation of juvenile delinquents, loss of intimate emotional relationships with children, distorted personality development and poor school performance as consequences of mothers working away from home (Sussman, 1961). This research has been questioned by social science researchers because of the wide range of types of working mothers and differences in family backgrounds.

The employed mother variable is a very complex one. Many factors such as work status, occupation, desire to work, family stability, husband's acceptance of wife's role, and quality of substitute care, relate to consequences once thought to be a direct result of maternal employment. Common problems associated with maternal employment and related variables which may also cause these problems will be discussed.

General Adjustment

The main consensus of the research done on adjustment problems of children of working mothers is that there are no particular detrimental effects on the children and there may be some advantageous effects. Whitmarsh (1965) found that adolescent daughters of employed mothers had fewer recognized problems than the daughters of full-time homemakers.

The middle-class adolescent girls of employed mothers seemed particularly well adjusted in the area of home and family life.

Roy (1961) found that the employment of the mother does not seem to have any adverse effect on the social activities of the children. Rural families in this study show beneficial effects from material employment in that there is more affection, more fairness of discipline, more democracy and more cooperation in the family. Burchinal and Sussman (1961) found no apparent relationship between maternal employment and social activities of the children.

In the area of personality adjustment there is some disagreement. Nelson (1971) found that the personality adjustment of boys was better when the mother worked full-time than if she worked part-time or not at all. In contrast to this, Poznanski, Maxey, and Marsden (1970) found an increase in dependency behavior and sexual identity especially among boys when the mother was employed. Anxiety taking the form of psychosomatic symptoms appears unrelated to the employment status of the mother (Nye, 1959a).

An interesting study done by Baughman and Dahlstrom (1968b) found that the more popular children tend to come from families in which the parents have higher educations, a small number of children, and an employed mother. However, it is not known if the children's popularity is a result of these factors.

Division of Household Tasks

Hoffman (1960) found that working mothers participate less in household tasks and their husbands participate more. Working mothers have less control over activities in the household. In relation to

children's participation in household tasks, Hoffman (1961) concludes that the mother's attitude toward her job determines how much a child is required to do. This is explained in the guilt-overprotection theory. Only women who enjoy their employment would be guilty about it. They try to compensate for their employment by showing more affection to their children and by not inconveniencing them by having them help with household tasks. However, Hoffman (1961) concludes that the guilt-overprotection theory is more a middle-class response because they have higher status jobs, because they are employed more often by choice rather than necessity, and because there is more anxiety about child-rearing in the middle class.

Powell's study (1961) examined the tendency of employed women to reject the homemaking role. The findings indicate that gainfully employed mothers do not reject the homemaking role to a significantly greater degree than do full-time homemakers. Furthermore, a rejection of the homemaking role is more prevalent under conditions that "tie down" a mother; namely, in the case of mothers of preschool children.

School Achievement

Research studies generally conclude that there is no significant difference between the achievement scores of children of employed and nonemployed mothers (Baughman and Dahlstrom, 1968a; Garon, 1971; Hutner, 1972; Kawai and Yabe, 1971; Keidel, 1970; Nelson, 1969; Nye, 1959a; Roy, 1961). Pozanski et al. (1970) however, found that school achievement, particularly reading, is enhanced by maternal employment.

Researchers found some other significant factors related to achievement. Keidel (1970) found that girls with employed mothers had

better attendance in school than girls with nonemployed mothers, but the reverse was true for boys. He also found that children of mothers employed in a professional capacity had a slightly higher grade point average. Dewing and Taft (1973) found that there were more children with employed mothers in a creative group than in the control group.

Delinquency

Studies have been conducted to find out if delinquency is related to maternal employment. Glueck and Glueck (1957) found that delinquency was related to mothers who worked sporadically. The findings suggest that the mothers who tended to work sporadically did so either because of economic reasons or because they could not or would not adequately fulfill the role of motherhood due to temperamental reasons. Glueck and Glueck (1970) found in a later study that poorly supervised sons of sporadically employed mothers were most likely to become delinquent. In contrast, Dahl (1971) found maternal employment related to minor offenses and not necessarily related to serious offenses. The relation of maternal employment to the minor offenses was not considered significant due to the large number of broken homes included in the study. Two studies (Poznanski et al., 1970; Haastrup, 1972) found that there was a relation between delinquency and maternal employment only if the family was also unstable.

Roy (1961) found no increase in delinquency when the mother was employed. The study indicated less delinquency if the mother was employed, among rural families.

Oakland and Kane (1973) conducted a study because clinical impressions seemed to relate maternal employment to child neglect. This

phenomenon was not substantiated. Child neglect was not found to be closely related to the mother's age, education, or employment.

Gottschalk, Titchener, Piker, and Stewart (1964) found a significant relation between maternal employment and pregnancy of unwed adolescent girls. The pregnant girl was less likely to have strict discipline, less likely to attend church, and more likely to have a mother who worked.

Attitudes of Mothers Toward Work

A mother's attitude toward her work may be one of the most important factors which determines how her employment will effect her children. Hoffman (1961) found that the mother who likes working is relatively high on positive affect toward the child, uses mild discipline, and tends to avoid inconveniencing the child with household tasks; the child is relatively nonassertive and ineffective. On the other hand, the working mother who does not like working seems less involved with the child, and the child is hostile and assertive. These findings are in agreement with Stewart (1973) who found that both working mothers who like their work and nonworking mothers who enjoy staying at home are accepting of their children. Along the same line of thought, Yarrow, Scott, Leeuw, and Heinig (1962) found that mothers who prefer to work, but out of a sense of "duty" do not work, report the most problems in child rearing. Their study also indicates that college-trained families tend to compensate for mother's employment away from home by more planned activities with the children. Yarrow's study (1961) suggests that if mothers are in their preferred work or nonwork role, working or not working makes little difference in their child rearing.

One study (Peterson, 1961) compared the maternal role and the working role of employed mothers. When stress causes one role to suffer, it is almost always the work role which suffers and not the maternal role. This indicates that the maternal role comes first for most working women.

An interesting point was made in a study by Michael (1972) which indicates that part-time working mothers enjoy better mental health and have healthier children across all socio-economic levels.

Jobling's conclusions (1973) sum up other researcher's findings quite well. Her study concluded that it is the mother's attitude and the quality of the alternative care which are the decisive factors in a child's development and adjustment, and not the fact that the mother leaves both child and home to go to work.

Substitute Care

A clarification of terms should be noted here. The term "maternal deprivation" is often associated with employed mothers, and maternal deprivation does have a deleterious effect on children. Maternal deprivation is removal of a mother or mother substitute from a child's environment (Yarrow, 1964). This should not be confused with maternal separation where the mother returns, preferably at a specific time, each day. Maternal separation is normally related to children of employed women and not maternal deprivation.

A factor which seems to be very important to the development of the child is the quality of substitute care. Wallston (1973) concluded that there seems to be no direct evidence of harmful effects of maternal employment on young children. What is crucial is the availability of

adequate substitute care. Among school aged children, (Woods, 1972) evidence indicated that girls are more often unsupervised than boys, and that these girls exhibited impoverished cognitive development. Oettinger (1958) concluded that the quality of the relationship between mother and her child and the adequacy of a substitute mother had more to do with a child's development than whether or not the mother was employed away from home.

Marital Relationships

It is generally accepted that most men do not think women with children should work. However, research indicates that most men with working wives approve of working women and most men with nonworking wives do not approve of women working. Siegel and Haas (1963) found that eighty per cent of the men with working wives expressed approval of working wives; only eighteen per cent of the other men shared this attitude. Brown (1971) found that attitudes of men whose wives were employed became more favorable toward the wife's employment as the wife's income increased except when her income surpassed her husband's income; then the favorable attitude dropped sharply.

Howe (1973) compared attitudes toward the female role of employed and nonemployed mothers of preschool age children with the attitudes of their husbands. Anxiety was found to be the highest among nonemployed women who were planning to take jobs in the future. In the group of employed mothers, anxiety was highest among those who would not work if their husband's salaries were adequate for family needs.

McCord, McCord, and Thurber (1963) found that family stability was more important than maternal employment, but that maternal employment

does have an effect on family stability. In stable homes, maternal employment appears to decrease the father's status and sibling rivalry and increase sexual anxiety. In unstable homes, maternal employment tends to decrease the father's status and sibling rivalry while increasing dependency and criminality.

In families in which the wife is employed and the husband disapproves, marital adjustment averages poor, but in families in which the wife is not employed and the husband would approve of her working, marital adjustment is also poor (Nye, 1961). There is an association between marital adjustment and the husband's approval of the wife's occupational role whether or not the wife is employed. Dissatisfaction with the wife's occupational role by either the husband or the wife is related to poor marital adjustment.

Powell (1961) found no significant relationship between marital adjustment and maternal employment in families of preschool or elementary school children. However, employed mothers of adolescents showed a significantly lower level of marital adjustment than full-time homemakers.

Nye (1959b) found that employment of mothers typically increases conflict in marital relationships, but that satisfaction and happiness in marriage are not significantly different by employment categories. This probably means that the conflict in families where the mother works is counterbalanced by increased life satisfactions for the mother.

Axelson's study (1963) revealed that the working wife is perceived as a real threat by the males in today's society. The males indicated that they believed children would suffer to some extent if the wife were employed. They also expressed the fear that employment of the

wife would increase her independence which would threaten their culturally defined dominance, especially if she had a higher income.

Siegel and Haas' study (1963) summarizes research findings well. Working mothers' husbands are more favorable toward maternal employment than other husbands. Mothers' principal reasons for work are financial need and motivations for achievement through work and for sociability with adults. Working mothers' families are smaller than the families of nonworking mothers; their relations with their husbands are apparently neither more nor less satisfactory than those of nonworking mothers. Their families are somewhat more equalitarian in their attitudes toward division of authority and of labor in the home. The family members are somewhat more active in the routine running of the household than is typical in other families.

Perceptions and Attitudes of Children

Very little research has been done on attitudes and perceptions children have in relation to their mothers' occupational role. Proper (1972) found that children had more disagreements and arguments if the mother is employed, but relate similarly to unemployed mothers' children in their perceptions of parental interest and degree of closeness. This is closely related to Franke's finding (1972) that working mothers relate to their children in the same basic pattern as do nonworking mothers. Regan (1973) found that university women whose mothers are not employed identify more frequently with their fathers, and women with employed mothers identify more often with their mothers.

The most outstanding finding in a study by King, McIntyre, and Axelson (1968) is that adolescents whose mothers were employed viewed

this employment as less of a threat to the marital relationship than a group of adolescents whose mothers were not employed. This relationship was greater for males than for females. The study also indicates that the more a girl's father helps around the house, the less she sees her mother's employment as a threat to his position.

Vogel (1970) found that college age students with employed mothers had smaller differences between their perceptions of masculine and feminine roles. The study revealed that students had higher perceptions of their own sex if their mother was employed. Also, girls of employed mothers perceived women to be more competent and men less competent than girls of nonemployed women.

In a study by Douvan (1963) girls in the working class whose mothers work full-time were found to have stronger emotional ties to the family than any other group. They admired and felt close to their mothers, and they were quite dependent on the family. They picked their mothers more often than other groups as their adult ideal. They had fewer disagreements with their parents, and they more often rejected the notion that friendship can be as close as kinship. In contrast, this study found the lower-class girl whose mother works full-time felt neglected, harassed, and resentful.

CHAPTER III

PROCEDURE

Selection of Subjects

This study included American-born adolescent Senior girls between the ages of 16 and 18, enrolled in marriage and child care classes at Putnam City High School in Oklahoma City, Oklahoma during October, 1973. A total sample of 218 students was obtained.

Cooperation in administration of the questionnaire was secured from the high school principal. An explanation of the project was given and plans were made for the distribution and completion of the questionnaires. The students were to remain anonymous on the questionnaires.

The Instrument

To obtain information for this study, the questionnaire (see Appendix A and B) was composed of the following: (a) a general information sheet to obtain background data such as parent's marital status, number of children in the family, and religion, (b) questions concerned with the respondents' perceptions of their mothers, and (c) the Attitudes Toward Parents Scale (Form M) which was used to measure attitudes toward mothers. The McGuire-White Index of Social Status (1955) was used by the researcher to determine the socio-economic classification of the students.

Attitudes Toward Parents Scale (Form M)

Attitudes Toward Parents Scale (Form M) by Itkin (1952) was used in this study. The Form M scale consists of 35 items, including 11 items answered "true or false," eight multiple-choice items, and 16 personality traits that are rated on a five-point scale from "possesses to a very great degree" to "possesses only to a very slight degree or not at all."

In order to ascertain the usefulness of Itkin's instrument, an item analysis of the instrument was undertaken utilizing a chi-square test. The findings of this analysis are reported in the Results chapter. A key of Itkin's weights is included in Appendix C.

Analysis of the Data

The background characteristics of the subjects such as number of brothers and sisters and religion were analyzed with a percentage and frequency count.

The chi-square test was utilized to examine the following hypotheses:

1. There is no significant difference in female adolescents' perceptions concerning the degree of acceptance by their mothers according to each of the following:
 - a. employment status of the mother.
 - b. length of time the mother has been employed.
 - c. whether the mother was employed for the major part of the respondent's childhood.
 - d. whether the mother enjoys her job (employment outside the home or full-time homemaker).

2. There is no significant difference in female adolescents' perceptions of whether they are closer to their mother or their father according to the four variables listed in Hypothesis 1.

An analysis of variance was used to determine if there was a significant difference in female adolescents' perceptions of their mother, as reflected by the Itkin Scale, according to:

- a. employment status of the mother.
- b. length of time the mother has been employed.
- c. whether the mother was employed for the major part of the respondent's childhood.
- d. whether the mother enjoys her job (employment outside the home or full-time homemaker).

CHAPTER IV

RESULTS

Description of the Subjects

Background Information

A detailed description of the 218 subjects who participated in this study is presented in Table I. The respondents were Senior girls enrolled in marriage and child care classes. The highest percentage of the subjects (84.86%) had lived in a large city most of their lives. The highest percentage of the subjects' fathers (25.93%) were college graduates and 25.46% had some college. Over 22% were high school graduates, 16.67% held advanced degrees and 9.72% had not graduated from high school. The largest percentage of the subjects' mothers (38.53%) were graduated from high school and 29.82% had some college. Approximately 54% of the subjects' mothers were currently employed, and 74.58% of those were employed full-time. The majority of the students fell in the middle socio-economic status. Most of the respondents (80.73%) came from intact families.

Family Relationships Information

Table II includes information concerning the students' perceptions of their family relationships. The greatest proportion of the students (66.51%) felt their family was average in the way they got along

TABLE I
CHARACTERISTICS OF THE SUBJECTS*

Variable	Classification	No.	%
Socio-Economic Status	Upper	7	3.21
	Upper Middle	114	52.29
	Lower Middle	65	29.82
	Upper Lower	32	14.68
	Lower Lower	0	0.0
Father's Occupation	Professionals, executives, professors	41	20.10
	High School Teachers, accountants, others with four year degrees	62	30.39
	Grade school teachers, skilled workers, managers, bank clerks	54	26.47
	Sales people, electricians, police captains	26	12.75
	Semi-skilled and unskilled workers	21	10.29
Mother's Occupation	Professionals	2	1.56
	High school teachers, librarians, other four year degrees	16	12.50
	Grade school teacher, registered nurse	36	28.13
	Stenographers, bookkeepers	48	37.50
	Store clerk, semi-skilled and unskilled worker	26	20.31
Father's Educational Level	Some high school	21	9.72
	High school graduate	48	22.22
	Some college or business school	55	25.46
	College graduate	56	25.93
	Graduate degree	36	16.67
Mother's Educational Level	Some high school	26	11.93
	High school graduate	84	38.53
	Some college or business school	65	29.82
	College graduate	29	13.30
	Graduate degree	14	6.42
Brothers	0	60	27.52
	1-2	135	61.93
	3 or more	23	10.55
Sisters	0	62	28.44
	1-2	125	57.34
	3 or more	31	14.22

TABLE I (Continued)

Variable	Classification	No.	%
Residence for Major Part of Life	Farm	3	1.38
	Small town	11	5.05
	Small city	19	8.72
	Large city	185	84.86
Grade Point Average	4.0	10	4.59
	3-3.9	92	42.20
	2-2.9	102	46.79
	under 2.0	14	6.42
Religious Preference	Catholic	35	16.06
	Protestant	166	76.15
	Jewish	0	0.0
	Mormon	1	0.46
	Other	16	7.34
Employment of Mother	Yes	117	53.92
	No	100	46.08
Type of Employment	Full-time	88	74.58
	Part-time	30	25.42
Length of Employment	Less than one year	15	12.71
	1-4 years	41	34.75
	More than 4 years	62	52.54
Number of Jobs in Last Four Years	1-3	119	99.17
	4 or more	1	0.83
Mother Employed for Major Part of Childhood	No	149	68.35
	Yes, part-time	15	6.88
	Yes, full-time	54	24.77
Mother Enjoys Employment	Yes	148	67.89
	Undecided	47	21.56
	No	23	10.55
Marital Status of Parents	Living together	176	80.73
	Separated or divorced with no remarriage	6	2.75
	Deceased with no remarriage	9	4.13
	Divorced with remarriage	22	10.09
	Deceased with remarriage	5	2.29

*All of the above percentages are based upon the number of responses to the particular question.

TABLE II
PERCEPTIONS CONCERNING FAMILY RELATIONSHIPS

Variable	Classification	No.	%
Type of Discipline from Mother	Very permissive	5	2.29
	Permissive	28	12.84
	Moderate	138	63.30
	Strict	39	17.89
	Very Strict	8	3.67
Head of the House	Father	63	29.03
	Mother	30	13.82
	Both equally	124	57.14
Disciplined Most Often	Mother	126	57.80
	Father	69	31.65
	Both	23	10.55
Family Relationship	Above average	45	20.64
	Average	145	66.51
	Below average	28	12.84
Degree to Which Mother Accepts her Daughter	Fully accepts	142	65.14
	Accepts to some degree	37	16.97
	At time accepts	37	16.97
	Rejects to some degree	2	0.92
	Fully rejects	0	0.00
Closeness to One Parent	Father	28	12.84
	Mother	100	45.87
	Equally close to both	90	41.28

together. The majority of students (63.30%) also felt that their parents shared equally as head of the household. The greatest proportion (45.87%) felt closer to their mothers than their fathers, but 41.28% felt equally close to both parents.

Most students (65.14%) reported that their mothers accepted them fully. They were most often disciplined by their mothers (57.80%), and they felt their mothers used a moderate type of discipline (63.30%).

The Item Analysis

A chi-square test was utilized in the present investigation to determine which items on Itkin's Attitudes Toward Parents Scale (Form M) significantly differentiated those subjects scoring in the upper quartile and those subjects scoring in the lower quartile on the basis of total scores. All of the 35 items in the questionnaire were found to be significantly discriminating at the .001 level, suggesting its usefulness with the Senior girls represented in the present study.

Responses to Itkin's Attitudes Toward Parents Scale (Form M) Items

Most of the subjects considered themselves very close to their mothers (58.26%), and reported that their mothers generally had good reasons for any requests she might have made (70.65%). The majority (38.07%) indicated they would like to be the same kind of parent their mothers had been (38.07%). The subjects felt their mothers did not underestimate their ability (46.54%). The girls believed their mothers were satisfied with what they do, and were interested in whether or not they had friends. The large majority of girls (87.10%) felt their

mothers treated them fairly when they were young. Most of the subjects thought their mothers were admirable and felt that their mothers considered child rearing their most important job in life.

In terms of getting along with their mothers, the greatest proportion of the respondents (37.61%) reported that they got along well. However, the greatest proportion of the girls (29.03%) rarely, if ever, asked their mother intimate questions. Only 26.27% of the respondents indicated that they felt free to ask their mother intimate questions. Approximately 50% of the girls reported that they respected their mother. Most of the respondents indicated that their mother often showed pleasure at what her children did, usually thought well of her children, and often did things for her children to show affection or consideration. The subjects felt their mother enjoyed spending some time with her children and took a great interest in things her children did.

The respondents generally rated their mother very helpful, considerate, kind, understanding, courteous, and trustful. They indicated that their mother was not selfish, sarcastic, envious, cold, or suspicious. The girls reported that their mother was fair, bossy, agreeable, affectionate, and sympathetic to an average degree. Responses to each item are presented in detail in Tables III, IV, and V.

Examination of the Hypotheses

The chi-square test was used to examine the following hypotheses:

1. There is no significant difference in female adolescents' perceptions concerning the degree of acceptance by their mothers according to each of the following:

TABLE III
 RESPONSES TO ITKIN'S ATTITUDES TOWARD PARENTS
SCALE (FORM M) SECTION I

Item	True		Uncertain		False	
	N	%	N	%	N	%
1. I consider myself very close to my mother.	127	58.26	49	22.48	42	19.27
2. My mother generally has good reasons for any requests she might make.	154	70.64	35	16.06	29	13.30
3. I would like to be the same kind of a parent that my mother has been.	83	38.07	57	26.15	78	35.78
4. I believe that my mother underestimates my ability.	93	42.86	23	10.60	101	46.54
5. I believe my mother finds fault with me more often than I deserve and seems never to be satisfied with anything I do.	53	24.42	31	14.29	133	61.29
6. I believe that my mother has insufficient respect for my opinions.	59	27.19	43	19.82	115	53.00
7. In my estimation, my mother is insufficiently interested in whether or not I have friends.	38	17.51	15	6.91	164	75.58
8. In my judgment, my mother did not treat me fairly when I was young.	15	6.91	13	5.99	189	87.10
9. I believe that my mother is one of the most admirable persons I know.	127	58.26	44	20.18	47	21.56
10. My mother has been one of the best friends I have ever had.	84	38.89	54	25.00	78	36.11
11. My mother considers the rearing of her children the most important job in life.	140	64.22	49	22.48	29	13.30

TABLE IV
 RESPONSES TO ITKIN'S ATTITUDES TOWARD PARENTS
SCALE (FORM M) SECTION II

Item	N	%
1. My mother:		
Takes a very great interest in everything that concerns her children.	124	56.88
Takes a moderate amount of interest in things which concern her children.	80	36.70
Does not take very much interest in things which concern her children.	9	4.13
Takes little interest in things which concern her children.	5	2.29
Takes no interest in things which concern her children.	0	0.0
2. I get along with my mother:		
Very well.	65	29.82
Well.	82	37.61
Fairly well.	47	22.02
Not very well.	18	8.26
Poorly.	5	2.29
3. In regard to taking my mother into my confidence, I:		
Feel free to ask her intimate questions.	57	26.27
Often ask her intimate questions.	22	10.14
Sometimes ask her intimate questions.	58	26.73
Rarely, if ever, ask her intimate questions.	63	29.03
Wouldn't think of asking her any intimate questions.	17	7.83

TABLE IV (Continued)

Item	N	%
4. Check whichever of the following terms best describes your feelings toward your mother:		
I idealize my mother.	20	9.17
I admire my mother.	70	32.11
I respect my mother.	105	48.17
I do not particularly respect my mother.	20	9.17
I do not respect my mother at all.	3	1.38
5. Check whichever of the following descriptions most nearly fits your mother:		
Is always critical of her children, and nothing her children do ever seems to please her.	4	1.83
Is rather critical of her children, and is not often pleased by what her children do.	33	15.14
Is not very critical of her children, but on the other hand, does not show particular pleasure of what her children do.	36	16.51
Often shows pleasure at what her children do, and often praises them for their accomplishments.	123	56.42
Very seldom complains about her children, and is liberal in her praises of them.	22	10.09
6. I consider my mother:		
Always willing to think only the best of her children.	54	24.77
Generally inclined to think well of her children.	83	38.07
Neither inclined to think only well or only poorly of her children.	55	25.23
Sometimes inclined to be critical of her children.	26	11.93

TABLE IV (Continued)

Item	N	%
Always ready to think only the worst of her children.	0	0.0
7. My mother:		
Never does little things for her children to show affection or consideration.	2	0.92
Seldom does little things for her children to show affection or consideration.	17	7.80
Sometimes does little things for her children to show affection or consideration.	68	31.19
Often does little things for her children to show affection or consideration.	81	37.16
Is always doing little things for her children to show affection or consideration.	50	22.94
8. In my opinion, my mother:		
Is so attached to her children that she wants to have them around all of the time.	13	5.96
Enjoys spending some of her time with her children.	155	71.10
Likes to spend a little of her time with her children.	41	18.81
Does not like to spend time with her children.	8	3.67
Dislikes very much spending any of her time with her children.	1	0.46

TABLE V
 RESPONSES TO ITKIN'S ATTITUDES TOWARD PARENTS
SCALE (FORM M) SECTION III

Trait	N	%
1. <u>Fair</u>		
Very great degree	53	24.31
Greater than average degree	69	31.65
Average degree	74	33.94
Less than average degree	18	8.26
Very slight degree or not at all	4	1.83
2. <u>Selfish</u>		
Very great degree	8	3.67
Greater than average degree	10	4.59
Average degree	24	11.01
Less than average degree	49	22.48
Very slight degree or not at all	127	58.26
3. <u>Helpful</u>		
Very great degree	84	38.53
Greater than average degree	75	34.40
Average degree	36	16.51
Less than average degree	17	7.80
Very slight degree or not at all	6	2.75
4. <u>Sarcastic</u>		
Very great degree	18	8.26
Greater than average degree	24	11.01
Average degree	46	21.10

TABLE V (Continued)

Trait	N	%
Less than average degree	49	22.48
Very slight degree or not at all	81	37.16
5. <u>Considerate</u>		
Very great degree	77	35.32
Greater than average degree	66	30.28
Average degree	58	26.61
Less than average degree	11	5.05
Very slight degree or not at all	6	2.75
6. <u>Bossy</u>		
Very great degree	21	9.77
Greater than average degree	37	17.21
Average degree	52	24.19
Less than average degree	52	24.19
Very slight degree or not at all	53	24.65
7. <u>Agreeable</u>		
Very great degree	39	17.89
Greater than average degree	67	30.73
Average degree	76	34.86
Less than average degree	27	12.39
Very slight degree or not at all	9	4.13
8. <u>Kind</u>		
Very great degree	102	46.79
Greater than average degree	58	26.61
Average degree	46	21.10

TABLE V (Continued)

Trait	N	%
Less than average degree	9	4.13
Very slight degree or not at all	3	1.38
9. <u>Envious</u>		
Very great degree	10	4.63
Greater than average degree	11	5.09
Average degree	34	15.74
Less than average degree	39	18.06
Very slight degree or not at all	122	56.48
10. <u>Affectionate</u>		
Very great degree	61	27.98
Greater than average degree	71	32.57
Average degree	48	22.02
Less than average degree	29	13.30
Very slight degree or not at all	9	4.13
11. <u>Understanding</u>		
Very great degree	66	30.41
Greater than average degree	58	26.73
Average degree	54	24.88
Less than average degree	30	13.82
Very slight degree or not at all	9	4.15
12. <u>Cold</u>		
Very great degree	8	3.74
Greater than average degree	6	2.80
Average degree	31	14.49

TABLE V (Continued)

Trait		N	%
Less than average degree		22	10.28
Very slight degree or not at all		147	68.69
13.	<u>Suspicious</u>		
Very great degree		29	13.30
Greater than average degree		39	17.89
Average degree		46	21.10
Less than average degree		38	17.43
Very slight degree or not at all		66	30.28
14.	<u>Sympathetic</u>		
Very great degree		56	25.69
Greater than average degree		67	30.73
Average degree		58	26.61
Less than average degree		24	11.01
Very slight degree or not at all		13	5.96
15.	<u>Courteous</u>		
Very great degree		86	39.45
Greater than average degree		57	26.15
Average degree		54	24.77
Less than average degree		17	7.80
Very slight degree or not at all		4	1.83
16.	<u>Trustful</u>		
Very great degree		96	44.24
Greater than average degree		52	23.96

TABLE V (Continued)

Trait	N	%
Average degree	30	13.82
Less than average degree	26	11.98
Very slight degree or not at all	13	5.99

- a. employment status of the mother.
 - b. length of time the mother has been employed.
 - c. whether the mother was employed for the major part of the respondent's childhood.
 - d. whether the mother enjoys her job (employment outside the home or full-time homemaker).
2. There is no significant difference in female adolescents' perceptions of whether they are closer to their mother or their father according to the four variables listed in Hypothesis 1.

An analysis of variance was used to examine the following hypothesis.

3. There is no significant difference in female adolescents' perceptions of their mothers, as reflected by the Itkin Scale, according to each of the following:
- a. employment status of the mother.
 - b. length of time the mother has been employed.
 - c. whether the mother was employed for the major part of the respondent's childhood.
 - d. whether the mother enjoys her job (employment outside the home or full-time homemaker).

Before the above hypotheses were analyzed, a statistical analysis was conducted to determine if socio-economic status was significantly related to the female adolescents' perceptions of:

- a. the degree of acceptance by their mother.
- b. whether they were closer to their mother or their father.
- c. perceptions of mother reflected by the Itkin Scale.

The analyses was conducted for the purpose of determining if

socio-economic status was an important factor in influencing the female adolescents' perceptions of their mothers and consequently should be controlled.

The analyses indicated that socio-economic status was not significantly related to any of the perceptions. These results suggested that it was not necessary to control for socio-economic status.

Hypothesis I (a). There is no significant difference in female adolescents' perceptions concerning the degree of acceptance by their mothers according to the employment status of the mother.

When the chi-square test was used to examine this hypothesis, it was found that no significant differences existed in female adolescents' perceptions concerning the degree to which their mothers accepted them according to the mother's employment status. As Table VI indicates, a chi-square value of .80 was obtained.

TABLE VI

CHI-SQUARE VALUE REFLECTING DIFFERENCES IN PERCEPTIONS CONCERNING
THE DEGREE OF ACCEPTANCE BY MOTHERS ACCORDING TO THE
EMPLOYMENT STATUS OF THE MOTHER

Perceptions	Employment Status				χ^2	Level of Sig.
	Employed No.	Employed %	Unemployed No.	Unemployed %		
Fully Accepts	78	66.7	64	64.0		
Accepts to Some Degree	17	14.5	19	19.0	.80	N.S.
Rejects to Some Degree	22	18.8	17	17.0		

Hypothesis I (b). There is no significant difference in female adolescents' perceptions concerning the degree of acceptance by their mothers according to the length of time the mother has been employed.

As Table VII demonstrates, no significant differences were found when the chi-square test was applied to this hypothesis. A chi-square value of 3.15 was found, indicating that no significant differences existed in female adolescents' perceptions concerning the degree to which their mothers accepted them according to the length of time the mother has been employed.

TABLE VII

CHI-SQUARE VALUE REFLECTING DIFFERENCES IN PERCEPTIONS CONCERNING
THE DEGREE OF ACCEPTANCE BY MOTHERS ACCORDING TO THE
LENGTH OF TIME THE MOTHER HAS BEEN EMPLOYED

Perceptions	Length of Employment				X ²	Level of Sig.
	Less than 4 yrs.		More than 4 yrs.			
	No.	%	No.	%		
Fully Accepts	39	69.6	40	64.5		
Accepts to Some Degree	10	17.9	7	11.3	3.15	N.S.
Rejects to Some Degree	7	12.5	15	24.2		

Hypothesis I (c). There is no significant difference in female adolescents' perceptions concerning the degree of acceptance by their mothers according to whether the mother was employed for the major part of the respondent's childhood.

When the chi-square test was used to examine this hypothesis, it was found that no significant differences existed in female adolescents' perceptions concerning the degree to which their mothers accepted them according to whether the mother was employed for the major part of the respondent's childhood. As Table VIII indicates, a chi-square value of 5.34 was obtained.

TABLE VIII

CHI-SQUARE VALUE REFLECTING DIFFERENCES IN PERCEPTIONS CONCERNING
THE DEGREE OF ACCEPTANCE BY MOTHERS ACCORDING TO WHETHER
THE MOTHER WAS EMPLOYED FOR THE MAJOR PART
OF THE RESPONDENT'S CHILDHOOD

Perceptions	Employed for Major Part of Childhood				X ²	Level of Sig.
	No		Yes			
	No.	%	No.	%		
Fully Accepts	97	65.1	45	65.2		
Accepts to Some Degree	30	20.1	7	10.1	5.34	N.S.
Rejects to Some Degree	22	14.8	17	24.6		

Hypothesis I (d). There is no significant difference in female adolescents' perceptions concerning the degree of acceptance by their mothers according to whether the mother enjoys her job (employment outside the home or full-time homemaker).

As Table IX indicates, a significant difference was found to exist in female adolescents' perceptions concerning the degree to which they are accepted by their mother according to whether the mother enjoys her job. A chi-square value of 10.40 was obtained, which is significant at the .01 level.

TABLE IX

CHI-SQUARE VALUE REFLECTING DIFFERENCES IN PERCEPTIONS CONCERNING
THE DEGREE OF ACCEPTANCE BY MOTHERS ACCORDING TO WHETHER
THE MOTHER ENJOYS HER JOB (EMPLOYMENT OUTSIDE
THE HOME OR FULL-TIME HOMEMAKER)*

Perceptions	Mother Enjoys Job				X ²	Level of Sig.
	Yes		No or ?			
	No.	%	No.	%		
Fully Accepts	107	72.3	35	50.0		
Accepts to Some Degree	20	13.5	17	24.3	10.40	.01
Rejects to Some Degree	21	14.2	18	25.7		

*The categories of "no" and "uncertain" (?) were combined due to the small number of cases in the "uncertain" category.

A greater proportion of those respondents who reported their mother enjoyed her work (72.3%) than did those who were uncertain or reported their mother did not enjoy her work (50.0%) indicated that their mother fully accepted them.

Almost twice as many of those who were uncertain or who reported that their mother did not enjoy her work (24.3%) than those who indicated their mother enjoyed her work (13.5%) reported their mother accepted them to some degree.

Almost twice as many of those who were uncertain or who reported that their mother did not enjoy her work (25.7%) than those who reported their mother enjoyed her work (14.2%) indicated their mother rejected them to some degree.

Hypothesis II (a). There is no significant difference in female adolescents' perceptions of whether they are closer to their mother or their father according to the employment status of the mother.

When the chi-square test was used to examine this hypothesis, it was found that no significant differences existed in female adolescents' perceptions of whether they are closer to their mother or their father according to the employment status of the mother. As Table X indicates, a chi-square value of 1.91 was obtained.

TABLE X

CHI-SQUARE VALUE REFLECTING DIFFERENCES IN PERCEPTIONS CONCERNING
WHETHER FEMALE ADOLESCENTS' ARE CLOSER TO THEIR MOTHER
OR THEIR FATHER ACCORDING TO THE EMPLOYMENT
STATUS OF THE MOTHER

Perceptions	Employment Status				χ^2	Level of Sig.
	Employed No.	%	Unemployed No.	%		
Father	16	13.7	12	12.0		
Mother	58	49.6	42	42.0	1.91	N.S.
Equally Close to Both	43	36.8	46	46.0		

Hypothesis II (b). There is no significant difference in female adolescents' perceptions of whether they are closer to their mother or their father according to the length of time the mother has been employed.

As Table XI demonstrates, no significant differences were found when the chi-square test was applied to this hypothesis. A chi-square value of .58 was found, indicating that no significant differences existed in female adolescents' perceptions concerning whether they are closer to their mother or their father according to the length of time the mother has been employed.

TABLE XI

CHI-SQUARE VALUE REFLECTING DIFFERENCES IN PERCEPTIONS CONCERNING
WHETHER FEMALE ADOLESCENTS ARE CLOSER TO THEIR MOTHER
OR THEIR FATHER ACCORDING TO THE LENGTH OF
TIME THE MOTHER HAS BEEN EMPLOYED

Perceptions	Length of Employment				χ^2	Level of Sig.
	Less than 1 yr. No.	%	More than 1 yr. No.	%		
Father	9	16.1	7	11.3		
Mother	27	48.2	32	51.6	.58	N.S.
Equally Close to Both	20	35.7	23	37.1		

Hypothesis II (c). There is no significant difference in female adolescents' perceptions of whether they are closer to their mother or their father according to whether the mother was employed for the major part of the respondent's childhood.

As Table XII demonstrates, no significant differences were found when the chi-square test was applied to this hypothesis. A chi-square value of 2.87 was found, indicating that no significant differences existed in female adolescents' perceptions of whether they are closer to their mother or their father according to whether the mother was employed for the major part of the respondent's childhood.

TABLE XII

CHI-SQUARE VALUE REFLECTING DIFFERENCES IN PERCEPTIONS CONCERNING
WHETHER FEMALE ADOLESCENTS ARE CLOSER TO THEIR MOTHER
OR THEIR FATHER ACCORDING TO WHETHER THE MOTHER
WAS EMPLOYED FOR THE MAJOR PART OF
THE RESPONDENT'S CHILDHOOD

Perceptions	Employed for Major Part of Childhood				X ²	Level of Sig.
	No.	No %	No.	Yes %		
Father	19	12.8	9	13.0		
Mother	63	42.3	37	53.6	2.87	N.S.
Equally Close to Both	149	45.0	23	33.3		

Hypothesis II (d). There is no significant difference in female adolescents' perceptions of whether they are closer to their mother or their father according to whether the mother enjoys her job (employment outside the home or full-time homemaker).

The results indicated there was a significant difference in perceptions concerning whether the respondents were closer to their mother or their father according to whether the mother enjoys her job. As Table XIII indicates, a chi-square value of 6.7 was obtained, which is significant at the .05 level.

More than twice as many girls who were uncertain or reported that their mother did not enjoy her job (20.0%) than those who indicated that their mother did enjoy her job (9.5%) reported being closer to their father.

A greater proportion of those who indicated that their mother did enjoy her job (45.9%) than those who indicated their mother did not enjoy her job or were uncertain (31.4%) reported that they were equally close to both parents.

TABLE XIII

CHI-SQUARE VALUE REFLECTING DIFFERENCES IN PERCEPTIONS CONCERNING WHETHER FEMALE ADOLESCENTS ARE CLOSER TO THEIR MOTHER OR THEIR FATHER ACCORDING TO WHETHER THE MOTHER ENJOYS HER JOB (EMPLOYMENT OUTSIDE THE HOME OR FULL-TIME HOMEMAKER)

Perceptions	Mother Enjoys Job				X ²	Level of Sig.
	No.	Yes %	No or ? No.	%		
Father	14	9.5	14	20.0		
Mother	66	44.6	34	48.6	6.7	.05
Equally Close to Both	68	45.9	22	31.4		

Hypothesis III (a). There is no significant difference in female adolescents' perceptions of their mothers, as reflected by the Itkin Scale, according to the employment status of the mother.

Examination of this hypothesis, as demonstrated in Table XIV, yielded no significant difference when the analysis of variance was applied. The obtained F score of 1.32 indicated that no significant differences existed in female adolescents' perceptions of their mothers,

as reflected by the Itkin Scale, according to the employment status of the mother.

TABLE XIV
F SCORE REFLECTING DIFFERENCES IN MEAN ITKIN SCALE
SCORES ACCORDING TO THE EMPLOYMENT
STATUS OF THE MOTHER

Variable	No.	\bar{X}	F	Level of Sig.
Employed	117	129.03	1.32	N.S.
Not Employed	100	125.67		

Hypothesis III (b). There is no significant difference in female adolescents' perceptions of their mothers, as reflected by the Itkin Scale, according to the length of time the mother has been employed.

Examination of this hypothesis, as demonstrated in Table XV, yielded no significant differences when the analysis of variance was applied. The obtained F score of .13 indicated that no significant differences existed in female adolescents' perceptions of their mothers, as reflected by the Itkin Scale, according to the length of time the mother has been employed.

TABLE XV

F SCORE REFLECTING DIFFERENCES IN MEAN ITKIN SCALE
SCORES ACCORDING TO THE LENGTH OF TIME THE
MOTHER HAS BEEN EMPLOYED

Variable	No.	\bar{X}	F	Level of Sig.
Less Than 1 Yr.	15	131.20		
1 - 4 Yrs.	41	129.68	.13	N.S.
More Than 4 Yrs.	62	129.25		

Hypothesis III (c). There is no significant difference in female adolescents' perceptions of their mothers, as reflected by the Itkin Scale, according to whether the mother was employed for the major part of the respondent's childhood.

Examination of this hypothesis, as demonstrated in Table XVI, yielded no significant differences when the analysis of variance was applied. The obtained F score of .05 indicated that no significant differences existed in female adolescents' perceptions of their mothers, as reflected by the Itkin Scale, according to whether the mother was employed for the major part of the respondent's childhood.

TABLE XVI

F SCORE REFLECTING DIFFERENCES IN MEAN ITKIN SCALE
SCORES ACCORDING TO WHETHER THE MOTHER WAS
EMPLOYED FOR THE MAJOR PART OF THE
RESPONDENT'S CHILDHOOD

Variable	No.	\bar{X}	F	Level of Sig.
No	149	127.45		
Yes, Part-time	15	129.13	.05	N.S.
Yes, Full-time	54	127.18		

Hypothesis III (d). There is no significant difference in female adolescents' perceptions of their mothers, as reflected by the Itkin Scale, according to whether the mother enjoys her job (employment outside the home or full-time homemaker).

A significant difference was found to exist in the Itkin Scale scores according to whether the mother enjoys her job. As Table XVII indicates, an F score of 8.98 was obtained, which is significant at the .001 level.

Those female adolescents' who reported that their mother enjoyed her job received the highest mean Itkin Scale scores, which reflects the most positive perceptions of their mothers. Those respondents who reported their mother did not enjoy her job received the lowest mean Itkin Scale scores, which indicates the most negative perceptions of their mother.

TABLE XVII

F SCORE REFLECTING DIFFERENCES IN MEAN ITKIN SCALE
 SCORES ACCORDING TO WHETHER THE MOTHER ENJOYS
 HER JOB (EMPLOYMENT OUTSIDE THE HOME
 OR FULL-TIME HOMEMAKER)

Variable	No.	\bar{X}	F	Level of Sig.
Yes	148	131.59		
Undecided	47	118.91	8.98	.001
No	23	118.70		

CHAPTER V

SUMMARY

The purpose of this study was to investigate female adolescents' perceptions of their mothers in relation to their mothers' gainful employment.

The sample was composed of 218 high school Senior girls enrolled in marriage and child care classes at Putnam City High School in Oklahoma City, Oklahoma. The data were obtained during October, 1973. The students were primarily from middle income families. Their fathers were predominantly college graduates or had some college. The largest percentage of their mothers were graduated from high school and over one-half of them were currently employed. Most of the respondents came from intact families.

The questionnaire submitted to the students consisted of an information sheet for securing background information, and the Itkin's Attitudes Toward Parents Scale (Form M). The Form M scale is designed to access perceptions concerning mothers. In order to ascertain the usefulness of Itkin's instrument, an item analysis was undertaken utilizing a chi-square test. All of the items proved to discriminate high and low scoring students ($Q_1 - Q_4$) at the .001 level of significance, suggesting that the instrument is useful with the type of sample studied.

The analysis of variance was used to determine if a significant

difference in total Itkin Scale scores existed according to adolescents' perceptions of their mother concerning each of the following:

- a. employment status of the mother.
- b. length of time the mother has been employed.
- c. whether the mother was employed for the major part of the respondent's childhood.
- d. whether the mother enjoys her job (employment outside the home or full-time homemaker).

The chi-square test was used to determine if there was a significant difference in female adolescents' perceptions concerning the degree of acceptance by their mothers and whether they are closer to their mother or their father according to the variables listed above.

The major results were as follows:

1. There was no significant difference in female adolescents' perceptions concerning the degree of acceptance by their mothers according to the employment status of the mother.
2. No significant difference existed concerning female adolescents' perceptions of the degree of acceptance by their mother according to the length of time the mother had been employed.
3. No significant difference was found in female adolescents' perceptions concerning the degree of acceptance by their mother according to whether the mother was employed for the major part of the respondent's childhood.
4. A significant difference at the .01 level was found to exist in the perceptions of female adolescents concerning the degree to which they are accepted by their mother

according to whether the mother enjoys her job (employment outside the home or full-time homemaker). A greater proportion of those who indicated that their mother enjoyed her work felt they were accepted by their mother.

5. There was no significant difference in the perceptions of female adolescents concerning whether they are closer to their mother or their father according to the employment status of the mother.
6. No significant difference existed concerning whether female adolescents are closer to their mother or their father according to the length of time the mother has been employed.
7. No significant difference was found in the perceptions of female adolescents concerning whether they are closer to their mother or their father according to whether the mother was employed for the major part of the respondent's childhood.
8. A significant difference at the .05 level was found to exist in the perceptions of female adolescents concerning whether the respondents were closer to their mother or their father according to whether the mother enjoys her job. More than twice as many girls who were uncertain or reported that their mother did not enjoy her job indicated that they were closer to their father.
9. There was no significant difference in female adolescents' perceptions of their mother, as reflected by the Itkin Scale, according to the employment status of the mother.

10. No significant difference existed in female adolescents' perceptions of their mother, as reflected by the Itkin Scale, according to the length of time the mother has been employed.
11. No significant difference was found in female adolescents' perceptions of their mother, as reflected by the Itkin Scale, according to whether the mother was employed for the major part of the respondent's childhood.
12. A significant difference at the .001 level was found to exist in female adolescents' perceptions of their mother, as reflected by the Itkin Scale, according to whether the mother enjoys her job (employment outside the home or full-time homemaker). Those female adolescents' who reported that their mother enjoyed her job received the highest mean Itkin Scale scores, which reflects the most positive perceptions of the mother.

Discussion

From the analyses of this study, a general conclusion which could be drawn is that maternal employment per se is not a factor affecting female adolescents' perceptions of their mother. This finding is closely related to the study by Propper (1972), who found that children of employed and nonemployed women are similar in their perceptions of their mother concerning parental interest and degree of closeness.

The finding that female adolescents' perceptions of their mother do not vary according to the mother's employment status may be due to the fact that the majority of the respondents were from the middle

socio-economic class. According to Hoffman (1961) middle class working mothers very often feel guilty if they are working; therefore, they tend to try to compensate by spending more of their leisure time in direct contact with their child. The working mother, therefore, often strives to improve the quality of the relationship to compensate for the decreased quantity of time they have together.

Another conclusion which may be drawn from this study is that female adolescents' perceptions of their mother are more likely to be favorable if the mother enjoys her work, whether it is employment outside the home or full-time homemaking. This finding was also noted in Hoffman's study (1961) which suggests that the working or nonworking mother who likes what she is doing is relatively high on positive affect toward the child and uses mild discipline. Stewart (1973) found that mothers who like their role are accepting of their children.

This conclusion may be due to several factors. If the mother enjoys her work, she is more likely to feel good about herself; therefore, it is easier for her to be accepting of her family and be sensitive to their needs. On the other hand, if she does not like her role, she may be resentful of her family and the relationship between her and her family may suffer.

It is logical that adolescent girls would be much more likely to identify with their mother if the mother is happy with her position in life. If the mother does not like what she is doing, the daughter is more likely to develop negative feelings toward the role of homemaker or gainfully employed wife and may be less likely to identify with the mother.

Limitation of the Study and Recommendations

This study was limited to female adolescents from white families in a large metropolitan area. Future studies should include a larger sample including all income levels and races. The sample should also include different geographic locations.

In future studies, criterion should be selected to find differences in perceptions of males and females concerning their mother's employment. It would also be interesting to do research on matched pairs of mothers and their children to see if the mother and children perceive her attitude toward her work in the same manner.

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APPENDIX A

INFORMATION SHEET

INFORMATION SHEET

Your cooperation in this research project is greatly appreciated. Your contribution in a research project of this type helps us to gain a greater knowledge and insight into family relationships.

Please check or fill in each answer as appropriate to each question. Since your name is not required, please be as honest in your answers as possible.

1. Were you born in America? Yes _____ No _____
2. Describe your father's occupation. _____

3. Describe your mother's occupation. _____

4. Is your mother currently employed? Yes _____ No _____
If yes, A. Is she employed full-time _____ Part-time _____
B. How long has she been employed?
Less than one year _____
Between 1-4 years _____
More than 4 years _____
C. How many different jobs has your mother had in
the last four years?
1-3 _____
4 or more _____
5. Was your mother employed for the major part of your childhood?
_____ No
_____ Yes, part-time employment
_____ Yes, full-time employment
6. Does your mother enjoy her job? (Whether it is employment outside
the home or being a full-time homemaker.)
_____ Yes
_____ Undecided
_____ No
7. Is your mother at home when you get home from school?
_____ Always
_____ Usually
_____ Sometimes
_____ Seldom
_____ Never

8. Do you feel that your mother:
- ☐ A. Fully accepts you
 - ☐ B. Accepts you to some degree
 - ☐ C. At times accepts you, but other times rejects you
 - ☐ D. Rejects you to some degree
 - ☐ E. Fully rejects you
9. What level of education did your father reach?
- ☐ A. High school or less
 - ☐ B. Completed high school
 - ☐ C. Some college or business school
 - ☐ D. College graduate
 - ☐ E. Graduate degree
10. What level of education did your mother reach?
- ☐ A. High school or less
 - ☐ B. Completed high school
 - ☐ C. Some college or business school
 - ☐ D. College graduate
 - ☐ E. Graduate degree
11. What level of education do you hope to reach?
- ☐ A. Complete high school
 - ☐ B. College or business school
 - ☐ C. Graduate degree
12. Which of the following most clearly describes the type of discipline you received as a child from your mother?
- ☐ A. Very permissive
 - ☐ B. Permissive
 - ☐ C. Moderate
 - ☐ D. Strict
 - ☐ E. Very strict
13. Is your _____ father or your _____ mother the head of the house? Or do they share equally? _____
14. Are you more often disciplined by your _____ mother or your _____ father? Or do they share equally? _____
15. What is your parent's marital status?
- ☐ A. Living together
 - ☐ B. Separated or divorced (with no remarriage)
 - ☐ C. One of parents deceased (with no remarriage)
 - ☐ D. Divorced (with remarriage)
 - ☐ E. One deceased (with remarriage)
16. Are you closer to your:
- ☐ A. father
 - ☐ B. mother
 - ☐ C. equally close to both

17. Do you consider yourself also close to the other parent?

 Yes
 No

18. Do you consider your relationship with your family to be:

 Above average
 Average
 Below average

19. What is the main source of your family's income?

 A. Wages or salary
 B. Profits from business
 C. Savings and investments
 D. Odd jobs
 E. Public relief or charity

20. How many brothers do you have?

 0 1-2 3 or more

21. How many sisters do you have?

 0 1-2 3 or more

22. For the major part of your life have you lived:

 A. on a farm or in the country
 B. in a small town
 C. in a small city
 D. in a large city

23. What is your grade point average?

 4.0
 3.0-3.9
 2.0-2.9
 under 2.0

24. What is your religious preference?

 A. Catholic
 B. Protestant
 C. Jewish
 D. Mormon
 E. Other (specify) _____

APPENDIX B

ITKIN SCALE

ITKIN SCALE
Form M
Attitudes Toward Mother

Following is a list of statements which might be answered as true, false, or uncertain. If you believe the statement true of your mother or your feelings toward your mother, encircle the "True" in front of the statement; if false, encircle the "False," and if your answer might be "Yes and No" or "Not Certain," encircle the "?."

- | | | | | |
|------|---|-------|-----|---|
| True | ? | False | 1. | I consider myself very close to my mother. |
| True | ? | False | 2. | My mother generally has good reasons for any requests she might make. |
| True | ? | False | 3. | I would like to be the same kind of a parent that my mother has been. |
| True | ? | False | 4. | I believe that my mother underestimates my ability. |
| True | ? | False | 5. | I believe my mother finds fault with me more often than I deserve and seems never to be satisfied with anything I do. |
| True | ? | False | 6. | I believe that my mother has insufficient respect for my opinions. |
| True | ? | False | 7. | In my estimation, my mother is insufficiently interested in whether or not I have friends. |
| True | ? | False | 8. | In my judgment, my mother did not treat me fairly when I was young. |
| True | ? | False | 9. | I believe that my mother is one of the most admirable persons I know. |
| True | ? | False | 10. | My mother has been one of the best friends I have ever had. |
| True | ? | False | 11. | My mother considers the rearing of her children her most important job in her life. |

In each of the following you are given a preliminary statement which can be completed in any one of five ways or a question which can be answered in any one of five ways. Check whichever one of the alternative choices most closely approximates your own opinion or feeling.

12. My mother

- ☐ A) takes a very great interest in everything that concerns her children.
- ☐ B) takes a moderate amount of interest in things which concern her children.
- ☐ C) does not take very much interest in things which concern her children.
- ☐ D) takes little interest in things which concern her children
- ☐ E) takes no interest in things which concern her children

13. I get along with my mother

- ☐ A) very well
- ☐ B) well
- ☐ C) fairly well
- ☐ D) not very well
- ☐ E) poorly

14. In regard to taking my mother into my confidence, I

- ☐ A) feel free to ask her intimate questions.
- ☐ B) often ask her intimate questions.
- ☐ C) sometimes ask her intimate questions.
- ☐ D) rarely if ever ask her intimate questions.
- ☐ E) wouldn't think of asking her any intimate questions.

15. Check whichever of the following terms best describes your feelings toward your mother.

- ☐ A) I idealize my mother.
- ☐ B) I admire my mother.
- ☐ C) I respect my mother.
- ☐ D) I do not particularly respect my mother.
- ☐ E) I do not respect my mother at all.

16. Check whichever of the following descriptions most nearly fits your mother.

- ☐ A) is always critical of her children, and nothing her children do ever seems to please her.
- ☐ B) is rather critical of her children, and is not often pleased by what her children do.
- ☐ C) is not very critical of her children, but on the other hand, does not show particular pleasure at what her children do.
- ☐ D) often shows pleasure at what her children do, and often praises them for their accomplishments.
- ☐ E) very seldom complains about her children, and is liberal in her praise of them.

17. I consider my mother

- ☐ A) always willing to think only the best of her children.
- ☐ B) generally inclined to think well of her children.
- ☐ C) neither inclined to think only well or only poorly of her children.
- ☐ D) sometimes inclined to be critical of her children.
- ☐ E) always ready to think only the worst of her children.

18. My mother

- ☐ A) never does little things for her children to show affection or consideration.
- ☐ B) seldom does little things for her children to show affection or consideration.
- ☐ C) sometimes does little things for her children to show affection or consideration.
- ☐ D) often does little things for her children to show affection or consideration.
- ☐ E) is always doing little things for her children to show affection or consideration.

19. In my opinion, my mother

- ☐ A) is so attached to her children that she wants to have them around all of the time.
- ☐ B) enjoys spending some of her time with her children.
- ☐ C) likes to spend a little of her time with her children.
- ☐ D) does not like to spend time with her children.
- ☐ E) dislikes very much spending any of her time with her children.

Following is a list of traits of personality. If in your opinion your mother possesses a trait in a very great degree, encircle the "A" in front of the trait. If she possesses the trait to a greater than average degree, encircle the "B"; if she possesses the trait to about an average extent, encircle the "C"; if she possesses the trait to a less than average extent, encircle the "D"; and if she possesses the trait only to a very slight degree or not at all, encircle the "E" in front of the trait.

A B C D E 20. Fair

A B C D E 21. Selfish

A B C D E 22. Helpful

A B C D E 23. Sarcastic

A B C D E 24. Considerate

A B C D E 25. Bossy

A B C D E 26. Agreeable

- A B C D E 27. Kind
- A B C D E 28. Envious
- A B C D E 29. Affectionate
- A B C D E 30. Understanding
- A B C D E 31. Cold
- A B C D E 32. Suspicious
- A B C D E 33. Sympathetic
- A B C D E 34. Courteous
- A B C D E 35. Trustful

APPENDIX C

SCORING KEY FOR ITKIN SCALE

SCORING KEY FOR ITKIN'S ATTITUDES TOWARDPARENTS SCALE (FORM M)

	T	?	F		A	B	C	D	E		
1.	4	3	2		20.	5	4	3	2	1	
2.	4	3	2		21.	1	2	3	4	5	
3.	4	3	2		22.	5	4	3	2	1	
4.	2	3	4		23.	1	2	3	4	5	
5.	2	3	4		24.	5	4	3	2	1	
6.	2	3	4		25.	1	2	3	4	5	
7.	2	3	4		26.	5	4	3	2	1	
8.	2	3	4		27.	5	4	3	2	1	
9.	4	3	2		28.	1	2	3	4	5	
10.	4	3	2		29.	5	4	3	2	1	
11.	4	3	2		30.	5	4	3	2	1	
	a	b	c	d	e	31.	1	2	3	4	5
12.	5	4	3	2	1	32.	1	2	3	4	5
13.	5	4	3	2	1	33.	5	4	3	2	1
14.	5	4	3	2	1	34.	5	4	3	2	1
15.	5	4	3	2	1	35.	5	4	3	2	1
16.	1	2	3	4	5						
17.	5	4	3	2	1						
18.	1	2	3	4	5						
19.	5	4	3	2	1						

VITA

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